

Definition of Collective Bargaining

A series of statements defining the real status of "Collective Bargaining," as it relates to the Winnipeg strike were issued June 16th, 1919, and are reprinted as a matter of historical record. The statements were made by the Ironmasters engaged in the original dispute, the International Union of the running trades and the officials of the great transcontinental railway corporations at Winnipeg. The record which was the basis for the subsequent settlement of the metal workers' dispute is as follows:

METAL EMPLOYERS DEFINE THEIR POSITION

Winnipeg, June 16, 1919

To the Citizens of Winnipeg:

The undersigned learn that certain public employees have taken part in the sympathetic strike, and in justification for their act the claim that the metal employers have failed to properly recognize and uphold the principle of collective bargaining for the benefit of their employees.

We believe that there is, and has been, a mutual misunderstanding in connection with our recognition of the principle of collective bargaining, and in an endeavor to once more place the position of the metal workers clearly before all interested, do make the following statement:

Privy Council Order No. 1743, passed June 10, 1919, by the Dominion Cabinet, in part, provides as follows:

"2. That all employees have the right to join trade unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted to bargain with

to negotiate with employers concerning working conditions, rates of pay, or other grievances."

The above quoted portion of the Federal Government's defined policy on this question, we believe should be accepted by those interested, and our desire has been to recognize and concede its applicability to the operation of our respective plants.

We have endeavored on several occasions to place concretely in writing our intent and desire relative to the question of collective bargaining, but evidently we have failed to clearly outline our views and desires in that connection, and we therefore, in the hope of clearing up entirely any misunderstanding on the part of our employees, and on the part of the general public, and the very much interested citizens of Winnipeg, we submit the following, as our declared policy on the question of collective bargaining:

1. Employees shall not be discriminated against by employers or other employees on account of membership or non-membership in any craft or organization.

2. The members of the various trade organizations employed in the undersigned metal trade shops shall have the right to present and negotiate schedules covering wages, hours and working conditions, with individual employers, or collectively with the employers of the metal trades.

3. The employees who are members of the various metal trade organizations in the contract shops (not including railway shops) shall have the right to elect representatives from among the employees of the firm or firms involved.

4. After agreements have been reached and schedules fixed as by the above mentioned method, grievances or differences that may arise shall be taken up as follows:

- (a) All complaints and grievances to be adjusted, if possible, by the superintendent in charge.

- (b) When adjustment cannot be made between the superintendent and the craft directly interested, the matter will be taken up with the company by the committee representing the craft involved, and they shall endeavor to reach a mutual understanding.

(c) In the event an understanding cannot be reached by the company and the representatives of the crafts involved, the committee representing all of the trade unions employed by the firm or firms concerned will meet, and try to bring about a settlement of such differences or grievances.

5. In case of failure on the part of the company to effect a satisfactory settlement of any differences or negotiations or grievances with the firm or firms concerned, the duly accredited international union or unions and trade organizations shall be called upon to bring about a settlement.

6. During the period of negotiations conducted as outlined above, there shall be no lockout and no strike on the part of the employees concerned.

(Signed) VULCAN IRON WORKS
Per E. G. BARRETT

(Signed) MANITOBA BRIDGE & IRON WORKS
Per H. B. DAVILL

(Signed) DOMINION BRIDGE CO.
Per H. W. WARREN

SATISFACTORY, SAYS MINISTER OF LABOR

Winnipeg, June 16, 1910

I have been handed a copy of the declaration of policy issued to the public by the Vulcan Iron Works, the Manitoba Bridge & Iron Works, and the Dominion Bridge Company, respecting the recognition of the principle of collective bargaining in their several plants.

The policy outlined is a full and complete recognition of collective bargaining, as generally interpreted and applied, and is entirely in accord with the established practice on our Canadian railways. It should, in my opinion, be accepted as satisfactory to labor.

(Signed) G. D. ROBERTSON,
Minister of Labor.

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IDENTICAL WITH RAILWAY PRACTICE SAY BROTHERHOOD HEADS

Winnipeg, June 16, 1919.

The undersigned representatives of the train service organizations, being familiar with the method of collective bargaining as practised by the organizations we represent, endorse the policy of collective bargaining as outlined by the metal trades employers in their announcement of this date, being in principle and effect the same as that enjoyed by these organizations.

(Signed) ASH KENNEDY,

Asst. Grand Chief Engineer, Brotherhood of Locomotive Engineers

(Signed) GEO. K. WARK,

Vice-President, Brotherhood of Locomotive Firemen and Enginemen

(Signed) JAMES MURDOCK,

Vice-President, Brotherhood of Railroad Trainmen.

(Signed) H. E. BARKER,

General Chairman, Order of Railway Conductors

(Signed) D. McPHERSON,

General Chairman, Order of Railroad Telegraphers.

(Signed) A. McANDREWS,

Acting General Chairman, Maintenance-of-Way Employees.

RAILWAY MANAGERS SAY RECOGNITION ADEQUATE

Winnipeg, June 16, 1919.

The undersigned have read the letter dated June 16, 1919, addressed to the citizens of Winnipeg by the Vulcan Iron Works, the Manitoba Bridge & Iron Works, and the Dominion Bridge Company.

In our opinion the proposals contained therein provide for the application of the principle of collective bargaining in exactly the same manner as that principle is applied in agreements between the railway companies and the various bodies of organized employees, and should constitute a fair and just settlement of the question of recognition in disputes between the metal trades employers and their employees.

(Signed) D. C. COLEMAN,

Vice-President, Canadian Pacific Railway Company

(Signed) A. E. WARREN,

General Manager, Canadian National Railways

(Signed) W. P. HINTON,

Vice-President and General Manager, Grand Trunk Pacific Railway Company